



# Mexico Insurance Benefit Offerings Overview

## Health and Welfare Plans:

- Minor Medical Insurance (MediAccess)
- Major Medical Insurance (MetLife)
- Excess Sum Insured (MetLife)
- Vision (Dentegra – contracted under Major Medical)
- Dental (Dentegra)

## Income Protection plans (MetLife):

- Basic Life and AD&D
- Total Permanent Disability
- Funeral Expenses Insurance

## Programs & Perks:

- Savings Fund
- Si Vale Grocery Card Program
- Telecom Reimbursement
- Carrot - Fertility and Family Planning
- Medito - Mental Health Support

## Time Off:

- Flexible PTO
- Holiday Calendar

## Parental Leave:

- 16 weeks paid maternity leave
- 6 weeks paid paternity leave
- Gift card for diapers (valued at \$10,362 MX)
- UberEats e-gift card (valued at \$5,200 MX)

## Medical Plan Overview and Resources:

	MAJOR MEDICAL	EXCESS MAJOR MEDICAL
<b>Type Of Network</b>	Opened Network: Can receive treatments from doctors/hospitals within or out of network. For out of network providers, the carriers will pay up to the UCR (Usual Customary Reasonable) contracted.	Opened Network: Can receive treatments from doctors/hospitals within or out of network. For out of network providers, the carriers will pay up to the UCR (Usual Customary Reasonable) contracted.
<b>Sum Insured</b>	2,200 UMAM ~ \$6,938,140 MXP (per event)	26,000 UMAM ~ \$81,996,200 MXP (per event)
<b>Deductible</b>	1 UMAM ~ \$3,142.70 MXP (per event)	2,000 UMAM ~ \$6,307,400 MXP (per event)*
<b>Coinsurance</b>	N/A (in network)	N/A
<b>Out-of-Pocket Maximum</b>	\$25,300 MXP	N/A

\*The Basic Sum Insured of the Major Medical Insurance works as a Deductible, once the Sum Insured is exhausted, the Excess Sum Insured insurance will cover the complementary expenses at no additional cost to the insured.

\*\* The UMAM for 2023 is \$3,253.70 MXP, by February 2024 this measurement will be updated.

### Minor Medical Insurance (MediAccess) - This benefit has a closed network meaning you must receive medical treatment from a doctor/clinic within the network. Benefits include:

- \$5,000 MXP per year for Medicines (Basic OTC)
- \$10,000 MXP Lab and Cabinet studies with 30% copayment
- \$11,000 MXP Accident Death Insurance
- \$15,000 MXP reimbursement in case of accidents
- **Contact consults**
  - First Contact consults (General doctors, Pediatricians, Gynecologists): No Cost
  - Second Contact consults: Starting at \$300 MXP up to \$550 MXP per consult

**Mediaccess PAM Guide** - Contains detailed information regarding the benefit contracted, the scope and coverages contracted, as well as a guide on how the insurance works.

**Mediaccess Minor Medical Consent** - The insurance grants an Accidental Death to employees and dependents. The consent must be filled out per insured covered under the plans.

**Mediaccess Call Center** - Schedule your 1st contact appointments through Mediaccess' call center **55-9150-2954** for México City or **800-681-0341** for the rest of the country. Learn more at [mediaccess.com.mx](https://mediaccess.com.mx).

**MetLife Contigo APP** - Access your insurance certificate, MetLife's network providers, 24/7 service, as well as follow up on opened claims through their app. Learn more at [metlife.com.mx](https://metlife.com.mx).

**MetLife Integral Assistance** - Provides home consultations from General Doctors (with preferential costs), as well as 2 free monthly psychological consults via mobile app or by calling **55-5328-7000** for México City or **800-00-63854** for the rest of the country.

**Network** - Contains the up-to-date detail of hospitals and doctors within the network. You can check the information via mobile app or through their web page [metlife.com/mx/soy-cliente/directorio-medico](https://metlife.com/mx/soy-cliente/directorio-medico).

# Medical Plan Overview and Resources:

Salesloft provides medical, dental and vision benefits at no cost to the employee.

## Benefit Offering Details:

### HEALTH AND WELFARE PLANS:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Minor Medical Insurance</b>	Offers preventative healthcare in order to improve the patients well-being.	<a href="#">Web Page</a> 55-9150-2954 for Mexico City 800-681-0341 for the rest of the country
<b>Major Medical Insurance</b>	Offers reactive treatments (once there's a medical diagnosis that exceeds the deductible and requires hospitalization and/or treatment).	<a href="#">Web Page</a> <a href="#">Network Providers webpage</a> App - Metlife Contigo 55-5328-7000 for Mexico City 800-00-63854 for the rest of the country
<b>Excess Major Medical Insurance</b>	Works as a complement to your Major Medical policy. When the Sum Insured is exhausted due to an opened claim in the Major Medical coverage, this policy begins to operate, with an additional Sum Insured that will continue to cover the expenses made, as a complement, up to the limit of Excess coverage, it will not be necessary to cover the Deductible and Coinsurance again.	<a href="#">Web Page</a> <a href="#">Network Providers webpage</a> App- Metlife Contigo 55-5328-7000 for Mexico City 800-00-63854 for the rest of the country
<b>Dental</b>	Coverage includes 0% copay for dental emergencies, basic restorations, minor surgical procedures, endodontics, and complex surgical procedures. You must utilize an in-network doctor/clinic.	<a href="#">Web Page</a> Phone Number - 55-5002-3102
<b>Vision</b>	This benefit has a deductible of \$150 MXP + Tax. Eye exams are covered at no cost. The sum insured is \$2,000 MXP per Validity for Non-Cosmetic Prescription Frame Lenses and \$1,600 MXP per Validity for Non-Cosmetic Prescription Contact Lenses.	<a href="#">Web Page</a> Phone Number - 55-5002-3102

## INCOME PROTECTION PLANS

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
Basic Life/AD&D/TPD	Basic death coverage, AD&D, and total permanent disability is covered at 24 months base salary.	<a href="#">Webpage</a> App - Metlife Contigo 55-5328-7000 or 55-9150-2954 for Mexico City 800-00-63854 for the rest of the country
Funeral Expenses Consent	This coverage provides \$40,000 MXP. Extended to Economic Dependents such as spouse/domestic partners and children up to 24 years old.	<a href="#">Webpage</a> App - Metlife Contigo 55-5328-7000 or 55-9150-2954 for Mexico City 800-00-63854 for the rest of the country

## COMPANY PROVIDED PROGRAMS & PERKS

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
Savings Fund	Salesloft, along with each Lofter, will contribute up to 13% of the employee's monthly salary (or UMA capped amount) into a Savings Fund account. These funds will be distributed to the employee at the end of each year.	
Si Vale Grocery Card Program	Employees receive a monthly grocery stipend, and it is available the first of each month.	<a href="#">Grocery Card</a>
Telecom Reimbursement	Salesloft covers employees internet, telephone, and electric bills using the following guidelines: <ul style="list-style-type: none"> <li>• Internet - capped at 375 pesos/month</li> <li>• Phone - capped at 630 pesos/month</li> <li>• Electricity - 50% of bill capped at 500 pesos every other month</li> </ul>	<a href="#">Telecom Reimbursement</a>
Carrot	We know that family planning is important, and Salesloft wants to help. That's why we provide access to family planning resources, discounts, and support through Carrot.	<a href="#">Carrot</a>
Medito	Medito is an app that uses meditation, mindfulness, and breathing exercises to improve mental wellbeing for its users.	<a href="#">Medito</a>

## If You Have Questions

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